FIG. 1

FIG. 2

300

HUMAN RESOURCES SYSTEM — 304a

LDAP — 304b

RPM — 304c

FINDER TOOL — 302

EDITOR — 306

PASSIVE PROFILING — 308

SEARCH — 310

HIT-LIST — 312

DETAIL SCREEN — 314

SERVICES — 316
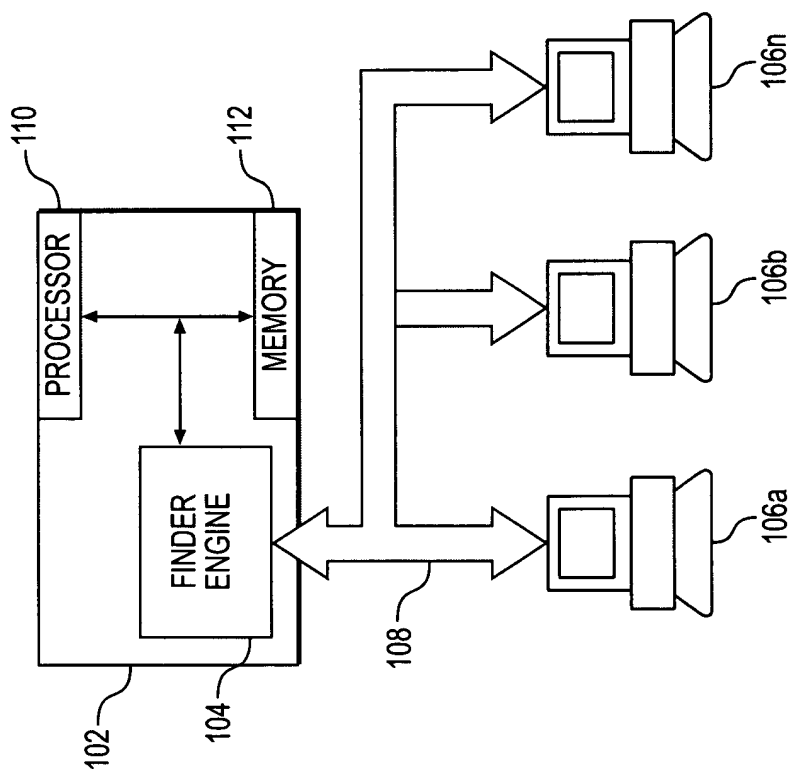
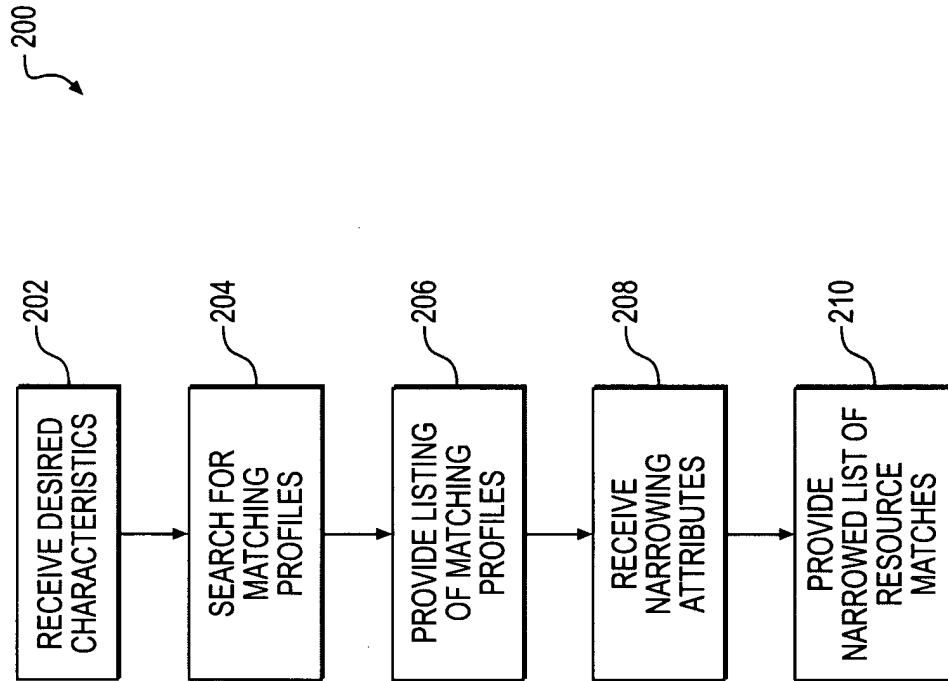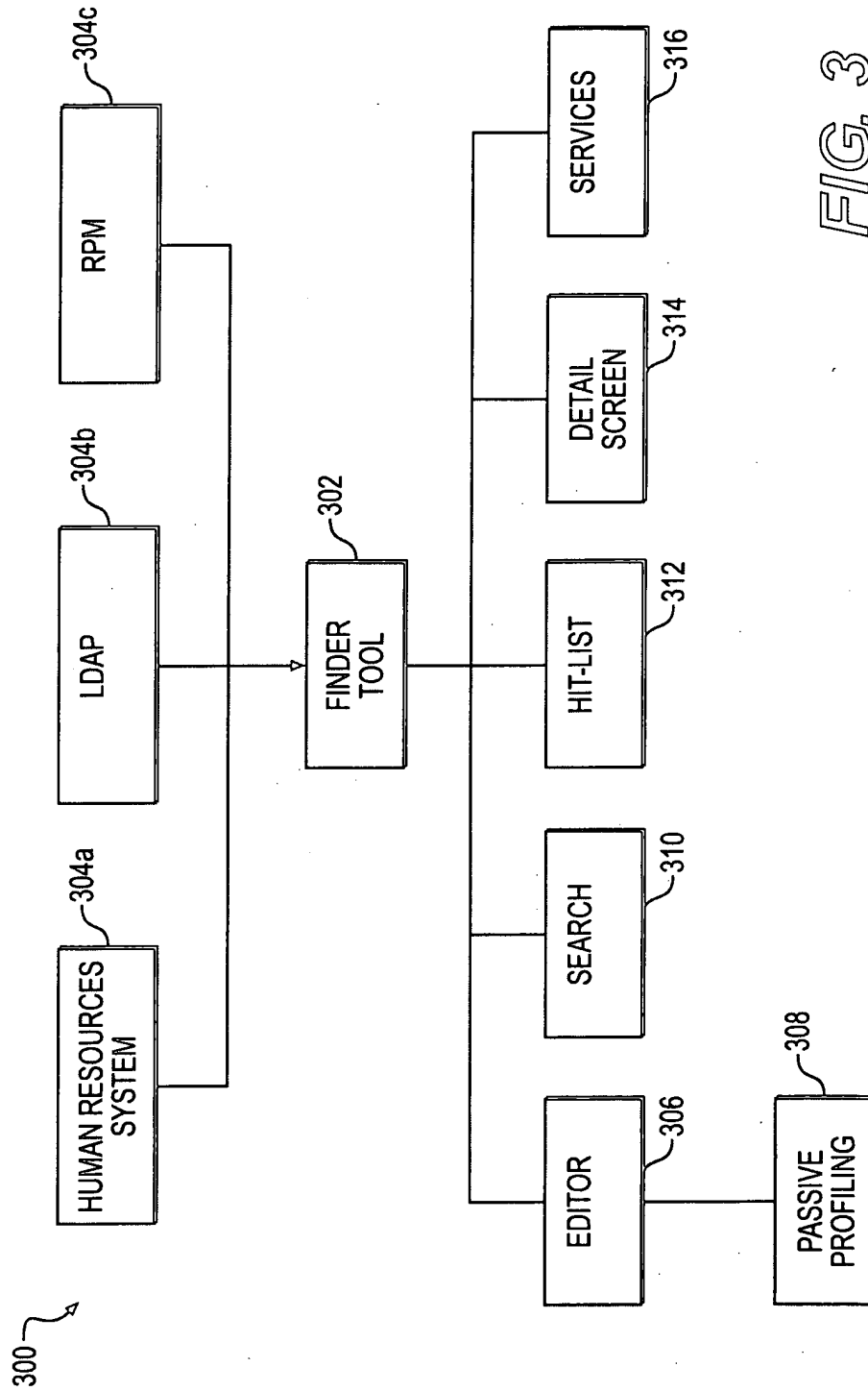*FIG. 3*

SEARCH TEMPLATES ▣▭☒

FREE TEXT SEARCH
STANDARD PEOPLE SEARCH
SEARCH FOR QUALIFICATION
PEOPLE WITH SAME ACTIVITY TYPES

402

EDIT LIST — 404

SEARCH FROM

FREE TEXT
SKILLS

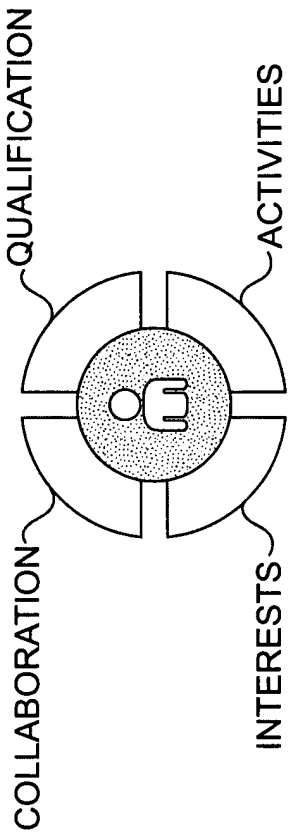JAVA DEVELOPMENT, PORTAL, EJB, J2EE   406

REMOVE

USER INTERFACE   408

FIND RESET SAVE TEMPLATE

410   412

QUALIFICATION

ACTIVITIES

COLLABORATION

INTERESTS

CHOOSE FROM FACETS TO ADD TO SEARCH FORM ABOVE.

FIG. 4A

SEARCH TEMPLATES [□][×]

SEARCH FROM

FREE TEXT SEARCH
STANDARD PEOPLE SEARCH
SEARCH FOR QUALIFICATION
PEOPLE WITH SAME ACTIVITY TYPES

FREE TEXT   JAVA DEVELOPMENT, PORTAL, EJB, J2EE
SKILLS   USER INTERFACE

FIND | RESET | SAVE TEMPLATE

EDIT LIST   REMOVE

ABOUT:BLANK-MICROSOFT INTERNET EXPLORER PROVIDED BY SAP IT [_][□][×]

FILE EDIT VIEW FAVORITES TOOLS HELP

BACK | SEARCH FAVORITES HISTORY | LINKS SAPNET »

ADDRESS   GO

SAVE FORM AS TEMPLATE

NAME OF THE TEMPLATE   418

                                        406

FREE TEXT   JAVA DEVELOPEMENT, PORTAL DEVELOPMENT, EJB, J2EE   EDIT   408

SKILLS   USER INTERFACE   EDIT

             SAVE CANCEL
             414   416

DONE   INTERNET

FIG. 4B

SEARCH PATHS   ◫ ▢ ☒

◫ FREE TEXT SEARCH FORM
JAVA DEVELOPMENT, PORTAL,
EJB, J2EE

[NEW SEARCH]

428

490

SEARCH RESULT   ◱ ▢ ☒

52 MATCHES   SORT BY [NAME   ▽] | DETAILS | SHORT | SEGMENT | SHOW AVAILABILITY

☑ NAME: NORMAN MAAGI
     COMPANY: SAP AG LOCATION: GERMANY, WALLDORF DEPARTMENT: xAPPS EPS
     PHONE: +49 6227 7-47474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE

430

432

☑ NAME: MIKE OHLSEN!
     COMPANY: SAP NORWAY LOCATION: NORWAY, LYSAKER DEPARTMENT: DWP
     PHONE: +47 67529474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE

☐ NAME: MARY PETERSON
     COMPANY: SAP NORWAY LOCATION: NORWAY, LYSAKER DEPARTMENT: DWP
     PHONE: +47 67529474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE

☑ NAME: STEVE RAYNOLDS
     COMPANY: AUSTRALIA PTY LTD LOCATION: AUSTRALIA, SYDNEY DEPARTMENT: HRCM
     PHONE: +61 3 474 TERMS: JAVA DEVELOPMENT, PORTAL DEVELOPMENT, EJB, J2EE

☐ NAME: LARA THOMMSON
     COMPANY: SAP NORWAY LOCATION: NORWAY, LYSAKER DEPARTMENT: DWP
     PHONE: +47 67529474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE

☐ NAME: CHRIS WEBBER   ☺
     COMPANY: SAP AUSTRALIA PTY LTD LOCATION: AUSTRALIA, SYDNEY DEPARTMENT: HRCM
     PHONE: +61 3 474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE

☐ NAME: BOYD WOODGYER
     COMPANY: SAP AUSTRALIA PTY LTD LOCATION: AUSTRALIA, SYDNEY DEPARTMENT: HRCM
     PHONE: +61 3 474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE;

SELECT ALL | DESELECT ALL | SAVE AS RESOURCE | CREATE COMMUNITY | PRINT ☒ ◁ ◁ ▷ ▷

424

422

REFINE RESULTS   ◱ ▢ ☒

◫ MASTER DATA
    ├ NAME
    ├ ADDRESS
    └ DEPARTMENT
◫ QUALIFICATIONS
    ├ EXPERTISE
    ├ JOB E[ADD FACET TO REFINE SEARCH RESULT]
    └ SKILLS
◫ ACTIVITIES
◫ INTERESTS
◫ COLLABORATIONS

420

RESOURCES   ☒ ▢ □ ☒

426

SHOW [PEOPLE   ▽]

☐ ⊞ PERSONAL NETWORK (19)
☐ ⊞ PEOPLE COLLECTION 2 (40)
☐ RESULT LIST 1 (12)
☐ RESULT LIST 2 (8)
☐ RESULT LIST 3 (20)
☐ ⊞ PEOPLE COLLECTION 3 (52)

[EDIT]

FIG. 4C

SEARCH PATHS

FREE TEXT SEARCH FORM
JAVA DEVELOPMENT, PORTAL,
EJB, J2EE

NEXT SEARCH

SEARCH RESULT

52 MATCHES   SORT BY NAME ▽ ▷ DETAILS | SHORT | SEGMENT | SHOW AVAILABILITY

☑ NAME: NORMAN MAAG!
    COMPANY: SAP AG LOCATION: GERMANY, WALLDORF DEPARTMENT: xAPPS EPS
    PHONE: +49 6227 7-47474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE

☑ NAME: MIKE OHLSEN!
    COMPANY: SAP NORWAY LOCATION: NORWAY, LYSAKER DEPARTMENT: DWP
    PHONE: +47 6752 9474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE

470
470

474

476

PEOPLE COLLECTIONS ☒◩☐☒

⊞☐ PERSONAL NETWORK (19)
  ☐ PEOPLE COLLECTION 2 (40)
  ☐ RESULT LIST 1 (12)
  ☐ RESULT LIST 2 (8)
  ☐ RESULT LIST 3 (120)

470
472

EDIT

REFINE RESULT
⊟ MASTER DAT
  ├ NAME
  ├ ADDRESS
  └ DEPARTME
⊟ QUALIFICATIO
  ├ EXPERTIS
  └ JOB EXPE
  ├ SKILLS
  └ ACTIVITIES
⊞ INTERESTS
⊞ COLLABORAT

☑ ABOUT:BLANK-MICROSOFT INTERNET EXPLORER PROVIDED BY SAP IT   ☐◻☒

PEOPLE RESOURCE

NAME OF RESOURCE   PEOPLE COLLECTION 3

464

◉ DYNAMIC ○ STATIC   ○ COLLECTION
YOU MAY ADD THE RESOURCE TO AN EXISTING RESOURCE
BY SELECTING THE COLLECTION.

460

☐ PERSONAL NETWORK (19)
☐ PEOPLE COLLECTION 2 (40)
  RESULT LIST 1 (12)
  RESULT LIST 2 (7)
  RESULT LIST 3 (20)

468

ADD CANCEL

462

RCM
2EE

HRCM

HRCM

◉ INTERNET

DONE

FIG. 4D

SEARCH PATHS

FREE TEXT SEARCH FORM
JAVA DEVELOPMENT, PORTAL, EJB, J2EE

NEW SEARCH

480

REFINE RESULTS

MASTER DATA
NAME
ADDRESS
DEPARTMENT
QUALIFICATIONS
EXPERTISE
JOB EXPERIENCE
SKILLS — 482
ACTIVITIES
INTERESTS
COLLABORATIONS

SEARCH RESULT

52 MATCHES   SORT BY [NAME ▾]   DETAILS | SHORT | SEGMENT | SHOW AVAILABILITY

NAME: NORMAN MAAG!
COMPANY: SAP AG LOCATION: GERMANY, WALLDORF DEPARTMENT: xAPPS EPS
PHONE: +49 6227 7-47474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE

NAME: MIKE OHLSEN!
COMPANY: SAP NORWAY LOCATION: NORWAY, LYSAKER DEPARTMENT: DWP
PHONE: +47 67529474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE

NAME: MARY PETERSON
COMPANY: SAP NORWAY LOCATION: NORWAY, LYSAKER DEPARTMENT: DWP
PHONE: +47 67529474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE

NAME: STEVE RAYNOLDS
COMPANY: AUSTRALIA PTY LTD LOCATION: AUSTRALIA, SYDNEY DEPARTMENT: HRCM
PHONE: +61 3 474 TERMS: JAVA DEVELOPMENT, PORTAL DEVELOPMENT, EJB, J2EE

NAME: LARA THOMMSON
COMPANY: SAP NORWAY LOCATION: NORWAY, LYSAKER DEPARTMENT: DWP
PHONE: +47 67529474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE

SELECT ALL | DESELECT ALL | SAVE AS RESOURCE | CREATE COMMUNITY | PRINT

SPECIFY SKILLS

SHOW ONLY SKILLS CONTAINING [UI] OK

484

COOPER UI PRINCIPLES
UI DESIGN
UI METHODS
UI TOOLS

488

486

SELECT AND REFINE SEARCH RESULT

PEOPLE COLLECTIONS

PERSONAL NETWORK (19)
PEOPLE COLLECTION 2 (40)
RESULT LIST 1 (12)
RESULT LIST 2 (8)
RESULT LIST 3 (20)
PEOPLE COLLECTION 3 (52)

EDIT

FIG. 4E

SEARCH PATHS

FREE TEXT SEARCH FORM
JAVA DEVELOPMENT, PORTAL, EJB, J2EE
QUALIFICATION > SKILLS
COOPER UI PRINCIPLES

NEW SEARCH

494

REFINE RESULTS

MASTER DATA
  NAME
  ADDRESS
  DEPARTMENT
QUALIFICATIONS
  EXPERTISE
  JOB EXPERIENCE
  SKILLS
ACTIVITIES
INTERESTS
COLLABORATIONS

SEARCH RESULT

492   496

30 MATCHES   SORT BY   LOCATION ▾   DETAILS | SHORT | SEGMENT | SHOW AVAILABILITY

NAME: MARTIN BROOKS!
COMPANY: SAP AG LOCATION: AUSTRALIA, BRISBANE DEPARTMENT: xAPPS EPS
PHONE: +61 6227 7-47474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE,
COOPER UI PRINCIPLES

NAME: JOHANNA DAVY
COMPANY: SAP NORWAY LOCATION: AUSTRALIA, BRISBANE DEPARTMENT: DWP
PHONE: +61 67529474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE,
COOPER UI PRINCIPLES

NAME: TIM MOUNTAINMAN
COMPANY: AUSTRALIA PTY LTD LOCATION: AUSTRALIA, BRISBANE DEPARTMENT: HRCM
PHONE: +61 3 474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE,
COOPER UI PRINCIPLES

NAME: JOHN MOORE
COMPANY: SAP AG LOCATION: AUSTRALIA, BRISBANE DEPARTMENT: xAPPS EPS
PHONE: +61 6227 7-47474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE,
COOPER UI PRINCIPLES

NAME: JANE NEEDLETREE
COMPANY: SAP AG LOCATION: AUSTRALIA, BRISBANE DEPARTMENT: DWP
PHONE: +61 6227 7-47474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE,
COOPER UI PRINCIPLES
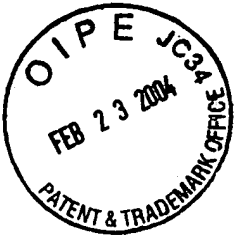
SELECT ALL | DESELECT ALL | SAVE AS RESOURCE | CREATE COMMUNITY | PRINT

PEOPLE COLLECTIONS

PERSONAL NETWORK (19)
PEOPLE COLLECTION 2 (40)
RESULT LIST 1 (12)
RESULT LIST 2 (8)
RESULT LIST 3 (20)
PEOPLE COLLECTION 3 (52)

EDIT

FIG. 4F

SEARCH PATHS ▣▢☒

⊟ FREE TEXT SEARCH FORM
JAVA DEVELOPMENT, PORTAL,
EJB, J2EE
⊟ QUALIFICATION > SKILLS
COOPER UI PRINCIPLES

[NEW SEARCH]

SEARCH RESULT ▣▢☒

SORT BY [LOCATION ▽] DETAILS | SHORT | SEGMENT | SHOW AVAILABILITY ▣▣☐☒

30 MATCHES   454 ⌐
      456 ⌐   LOCATION: MATCHES:

498 ⌐
☐   AUSTRALIA, BRISBANE   5   ☺   ¦

☑   USA, PALO ALTO   3   ¦   3   2
458 ⌐
☐   GERMANY, WALLDORF   21   3   7   9

☐   OTHER   1   ¦   ¦   ¦

SELECT AND [REFINE] SEARCH RESULT

REFINE RESULTS ▣▢☒

⊟ MASTER DATA
  ├ NAME
  ├ ADDRESS
  └ DEPARTMENT
⊟ QUALIFICATIONS
  ├ EXPERTISE
  ├ JOB EXPERIENCE
  └ SKILLS
⊟ ACTIVITIES
⊟ INTERESTS
⊟ COLLABORATIONS

PEOPLE COLLECTIONS ☒▣☐☒

⊞☐ PERSONAL NETWORK (19)
 ☐ PEOPLE COLLECTION 2 (40)
⊟☐ RESULT LIST 1 (12)
 ☐ RESULT LIST 2 (8)
 ☐ RESULT LIST 3 (20)
⊞☐ PEOPLE COLLECTION 3 (52)

[EDIT]

SELECT ALL | DESELECT ALL | SAVE AS RESOURCE | CREATE COMMUNITY | PRINT

FIG. 4G

RESOURCES

SHOW [PEOPLE] ▼

- PERSONAL NETWORK (19)
- PEOPLE COLLECTION 2 (40)
- RESULT LIST 1 (12)
- RESULT LIST 2 (8)
- RESULT LIST 3 (20)
- PEOPLE COLLECTION 3 (52)

EDIT

SEARCH RESULT

3 MATCHES   SORT BY [NAME] ▼ DETAILS | SHORT | SEGMENT | SHOW AVAILABILITY

☐ NAME: JEFF ROGERS ☺
COMPANY: SAP USA LOCATION: USA, PALO ALTO DEPARTMENT: xAPPS EP
PHONE: +01 650 333 7474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE,
COOPER UI PRINCIPLES

☐ NAME: ANNE SMITH
COMPANY: SAP USA LOCATION: USA, PALO ALTO DEPARTMENT: DWP
PHONE: +01 650 333 7777 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE,
COOPER UI PRINCIPLES

434— ☐ NAME: TIMOTHY SHOWALTER ☺
COMPANY: SAP USA LOCATION: USA, PALO ALTO DEPARTMENT: HRCM
PHONE: +01 650 345 7474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE,
COOPER UI PRINCIPLES

SELECT ALL | DESELECT ALL | SAVE AS RESOURCE | CREATE COMMUNITY | PRINT

436

SEARCH PATHS

- FREE TEXT SEARCH FORM
  JAVA DEVELOPMENT, PORTAL,
  EJB, J2EE
- SKILLS
  COOPER UI PRINCIPLES
- LOCATION SEGMENT
  PALO ALTO

NEW SEARCH

REFINE RESULTS

- MASTER DATA
  - NAME
  - ADDRESS
  - DEPARTMENT
- QUALIFICATIONS
  - EXPERTISE
  - JOB EXPERIENCE
  - SKILLS
- ACTIVITIES
- INTERESTS
- COLLABORATIONS

FIG. 4H

FIG. 4I

SEARCH PATHS

⊟ FREE TEXT SEARCH FORM
JAVA DEVELOPMENT, PORTAL, EJB, J2EE

⊟ SKILLS
COOPER UI PRINCIPLES

⊟ LOCATION SEGMENT
PALO ALTO

⊟ 360° VIEW
TIMOTHY SHOW ALTER

NEW SEARCH

SHOW FACETS — 448

QUALIFICATION

CLICK TO SEE DETAILS

COLLABORATION

ACTIVITIES

INTERESTS

438 —
DETAILS

NAME: TIMOTHY SHOWALTER ☺
COMPANY: SAP USA PHONE: +01 650 333 7474 DEPARTMENT: HRCM
TERMS: DATABASE DEVELOPMENT, DEVELOPMENT MANAGEMENT, JAVA DEVELOPMENT (JAVA DEVELOPMENT, EJB, J2EE), PORTAL (PORTAL), SAP R/3, USER INTERFACE DESIGN (COOPER UI PRINCIPLES)

440 —

SAVE AS RESOURCE | ADD TO COMMUNITY — 442

MASTER DATA — 446

USER ID:	10000001
JOB TITLE:	SENIOR DEVELOPER HRCM
EMAIL:	TIMOTHY.SHOWALTER@SAP.COM
PHONE:	+1 610 661-0000
MOBILE:	+1 443 838-0000
FAX:	
DEPARTMENT / CENTER:	
ORGUNIT:	PALO ALTO-BASIS(00000000) HRCM NEWTOWN SQUARE (0000000)
BUILDING:	
ROOM:	
OFFICE ASSISTANT:	MARY STUART
ASSISTANT PHONE:	+1 610 661-0001
ASSISTANT FAX:	
INHOUSE MAIL:	HRCM

COMPANY NAME:	SAP AMERICA (NEWTOWN SQUARE)
LOCATION:	19073 NEWTOWN SQUARE, CA (UNITED STATES)
PHONE:	+01 650 333-7474
FAX:	+1 650 355-2501

444 —

RESOURCES

SHOW PEOPLE ▽

☐⊟ PERSONAL NETWORK (19)
☐⊟ PEOPLE COLLECTION 2 (40)
☐ RESULT LIST 1 (12)
☐ RESULT LIST 2 (8)
☐ RESULT LIST 3 (20)
☐⊟ PEOPLE COLLECTION 3 (52)

EDIT

Replacement Sheet

SEARCH PATHS

FREE TEXT SEARCH FORM
JAVA DEVELOPMENT, PORTAL, EJB, J2EE
SKILLS
COOPER UI PRINCIPLES
LOCATION SEGMENT
PALO ALTO
360° VIEW
TIMOTHY SHOWALTER

NEW SEARCH

SHOW FACETS

COLLABORATION
QUALIFICATION 452
ACTIVITIES
INTERESTS

438

DETAILS

NAME: TIMOTHY SHOWALTER ☺
COMPANY: SAP USA PHONE: +01 650 333 7474 DEPARTMENT: HRCM
TERMS: DATABASE DEVELOPMENT, DEVELOPMENT MANAGEMENT, JAVA DEVELOPMENT (JAVA DEVELOPMENT, EJB, J2EE), PORTAL (PORTAL), SAP R/3, USER INTERFACE DESIGN (COOPER UI PRINCIPLES)

440 SAVE AS RESOURCE | ADD TO COMMUNITY 442

QUALIFICATIONS

450 EXPERTISE | JOB EXPERIENCE | SKILLS

DATABASE DEVELOPMENT: 10 YEARS EXPERIENCE OF DATABASE DEVELOPMENT AND ADMINISTRATION (AUTOMOTIVE INDUSTRY 1975-1985)

DEVELOPMENT MANAGEMENT: CURRENTLY DEVELOPMENT MANAGER FOR JAVA IN THE HRCM DEPARTMENT
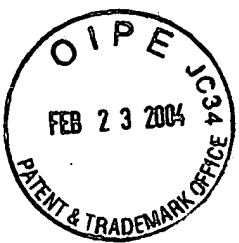
JAVA DEVELOPMENT: 5 YEARS OF JAVA DEVELOPMENT, EXPERIENCE IN PROJECTS USING EJB, J2EE (HRCM DEMO, HRCM PROTOTYPE)

PORTAL DEVELOPMENT: PORTAL DEVELOPMENT FOR HRCM DEMO AND PROTOTYPE USING HTMLB

SAP R/3: DEVELOPER FOR SAP R/2 AND SAP R/3 (1985-1997)

USER INTERFACE DESIGN: INVOLVED IN THE DESIGN PROCESS FOR HRCM DEMO AND PROTOTYPE USING THE COOPER UI PRINCIPLES

444

RESOURCES

SHOW PEOPLE ▼
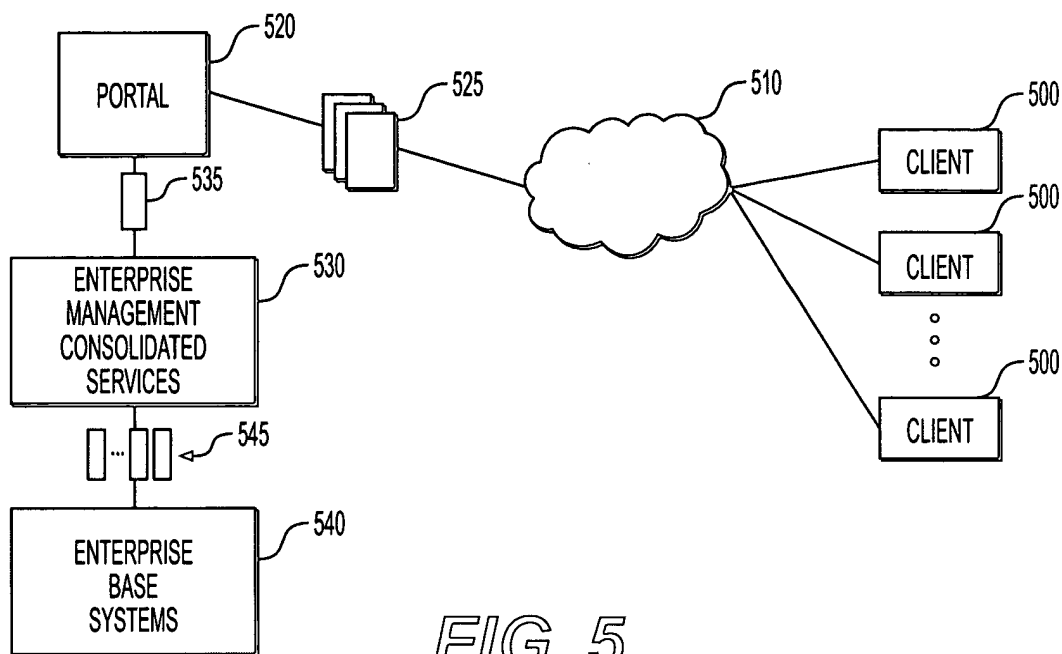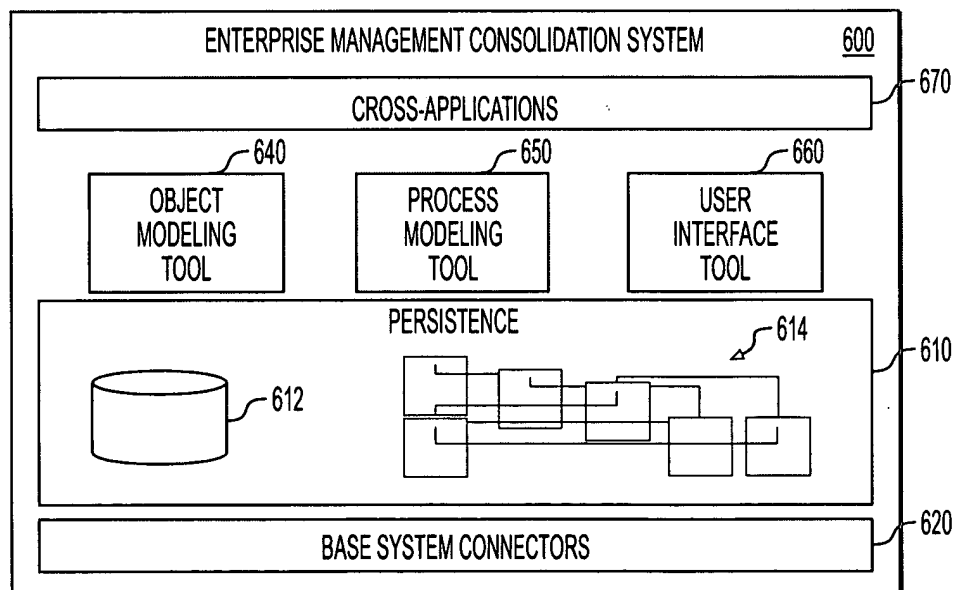
PERSONAL NETWORK (19)
PEOPLE COLLECTION 2 (40)
RESULT LIST 1 (12)
RESULT LIST 2 (8)
RESULT LIST 3 (20)
PEOPLE COLLECTION 3 (52)

EDIT

FIG. 4J

PORTAL — 520

— 525

— 510

CLIENT — 500

CLIENT — 500

— 535

ENTERPRISE MANAGEMENT CONSOLIDATED SERVICES — 530

CLIENT — 500

— 545

ENTERPRISE BASE SYSTEMS — 540

FIG. 5

ENTERPRISE MANAGEMENT CONSOLIDATION SYSTEM   600

CROSS-APPLICATIONS — 670

OBJECT MODELING TOOL — 640

PROCESS MODELING TOOL — 650

USER INTERFACE TOOL — 660

PERSISTENCE

— 614

— 610

— 612

BASE SYSTEM CONNECTORS — 620

FIG. 6